

Erwin Parisian

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PROFESSIONAL SUMMARY

HR Manager with a track record building high-impact solutions and improving KPIs.

SKILLS

Talent

Sourcing • Recruitment

Operations

Payroll Coordination • HRIS (Workday/BambooHR)

People Practices

L&D • Succession Planning • Performance Management • Employee Relations

Compliance

GDPR • Diversity & Inclusion • Employment Law • Workplace Investigations

EMPLOYMENT HISTORY

Talent Acquisition Manager — Hirthe, Tremblay and McKenzie (2016-11-30 - 2017-03-23)

- Rolled out benefits and L&D programs that increased retention in key teams by 7%.
- Implemented a performance review program which improved engagement scores by 18 points.
- Led recruitment for 161 roles across EMEA/US, reducing time-to-hire by 28%.

Talent Acquisition Manager — Feil - Bechtelar (2023-01-31 - 2023-04-08)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 20%.
- Implemented a performance review program which improved engagement scores by 10 points.
- Led recruitment for 160 roles across EMEA/US, reducing time-to-hire by 12%.

HR Business Partner — Beahan and Sons (2015-12-19 - 2018-06-23)

- Led recruitment for 21 roles across EMEA/US, reducing time-to-hire by 28%.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.

HR Manager — Morar LLC (2025-03-23 - 2025-04-25)

- Rolled out benefits and L&D programs that increased retention in key teams by 18%.
- Implemented a performance review program which improved engagement scores by 13 points.
- Led recruitment for 120 roles across EMEA/US, reducing time-to-hire by 31%.
- Managed complex employee relations issues and maintained compliance with local employment law.

EDUCATION

MSc Human Resource Management, Tillman - Rice University (2013)